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AUTHOR Myers, Douglas D.; And Others
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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Harry and Bobbie (Morgan) Fenenman, who entered the program separately but whose acquaintance grew into eventual marriage. The follow-up study reports that both individuals successfully completed occupational training and found employment. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). Specific documentation for the instruments utilized in the study are included in both of these related documents. (BM)

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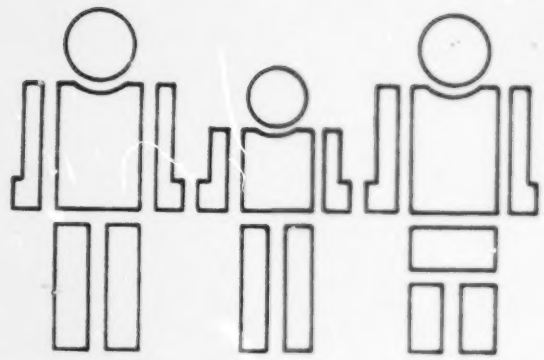

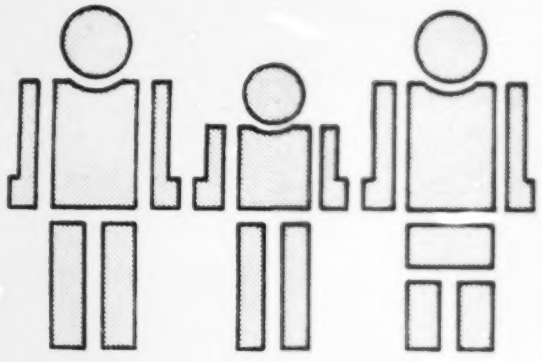

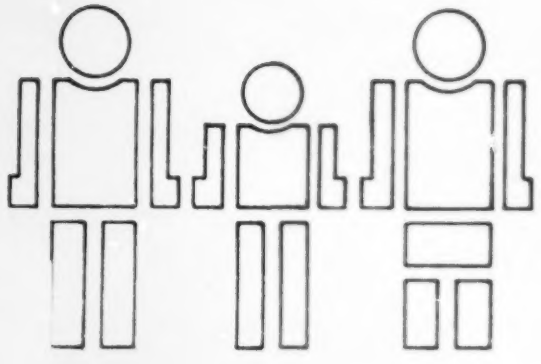

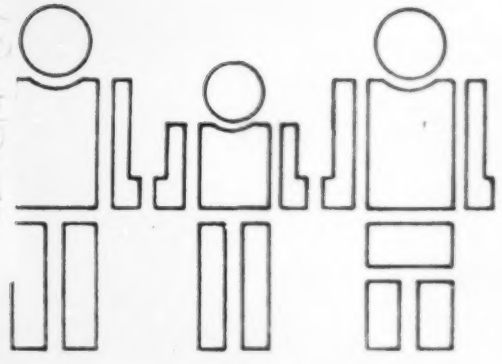

# CASE STUDY REPORT #21

HARRY & BOBBIE (MORGAN) FENENMAN

U.S. DEPARTMENT OF HEALTH EDUCATION & WELFARE NATIONAL INSTITUTE OF EDUCATION

CE 004 677

MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

# HARRY AND BOBBIE (MORGAN) FENEMAN

Authors:

Douglas D. Myers
Rowan W. Conrad
David A. Coyle

Series Editor:

Michael C. Fenenbock

August, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

David A. Coyle
Director, Research
Services Division

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# CASE STUDY REPORT

## HARRY AND BOBBIE (MORGAN) FENEMAN

### BACKGROUND

Bobbie Morgan and her two year old son, Ron, entered Mountain-Plains as a single head-of-household early in 1973. At the time, Bobbie, a divorcee, was employed as a seamstress for a manufacturing company in Kearney, Nebraska, earning $256 per month. Before that she had worked as a solderer in a manufacturing company in California. Her gross income for the previous year was listed as $3,800--earned from three different jobs. Bobbie reported at program entry, that she had difficulty finding acequately paying jobs. Indeed, her work experience was mainly as a restaurant waitress.

During the 12 months previous to entering Mountain-Plains, Bobbie required no welfare assistance, however, the family lacked such common forms of financial protection as a savings account, checking account, life insurance, and medical insurance. Bobbie did participate in some community activity; for example, she was active in a bowling league. Although she devoted no time to volunteer activities, she had contacted the local school board, apparently in an attempt to improve the conditions of her son's education. Living in a small apartment, Bobbie paid $35 per month for rent and an additional $60 for utilities. This left approximately $150 monthly for Bobbie and Ron to live on. The pre-program interviewer rated the housing as "bad," giving the apartment a rating of 7--the lowest score possible.

Shortly before the current case study interview, Bobbie married Harry Feneman, a former student at Mountain-Plains. Harry entered the program shortly after Bobbie and their Mountain-Plains acquaintance grew into eventual marriage.

Married when he entered the program, Harry, his wife Elvira, and their 3 children, ranging in age from one month to 3 years, arrived on-center in April, 1973. Harry's employment history was spotty, but he had been employed fairly regularly for three years prior to entering the program. At the time of application, however, he reported having been unemployed for approximately two months. Averaging slightly over $400 per month on his previous jobs, Harry listed family income for the 12 months previous to entering Mountain-Plains at $4,000.

The family received no welfare benefits other than food stamps collected during the time of unemployment. The Feneman's went through bankruptcy shortly before entering the program and their debts were therefore alleviated. They had no savings account or insurances, the family did not use a budget, and they did not own a car--most unusual for a Mountain-Plains student. They belonged to no community organizations, were not active in volunteer activities, but did participate in recreational activities together.

The Fenemans originated from Marvel, Nebraska, where they rented a home for $35 per month--utilities totaled an additional $30 per month. The Feneman family apparently was not very stable. Their program application included a letter from the Blue Valley Mental Health Center in Beatrice, Nebraska, indicating that the Feneman's had contacted the agency for marital guidance. Although the letter reported the family was having financial problems and contemplating bankruptcy, both Harry and Elvira were administered the MMPI which indicated no significant pathological disorder for either.

PROGRAM PARTICIPATION

At Mountain-Plains, Bobbie entered the secretarial field and initially indicated she was interested in training as a dental assistant/clerk-typist or clerk-stenographer. She completed as a clerk-stenographer and exited the program April 1, 1974. While on center she apparently had little or no difficulty with the occupational area. Her counselor indicated that Bobbie displayed no personality problems upon program entry or while on center. The only problem mentioned was difficulty with her son, which was interpreted by the counselor as an identity problem due in part to Bobbie's single head-of-household status.

While at Mountain-Plains, Harry trained as a draftsman. His counselor indicated that Harry was very positive, a hard worker, and should have no difficulty holding a job once he exited the program. There was no mention of severe marital problems.

PLACEMENT

Bobbie Morgan exited to Pocatello, Idaho, where she was employed as a secretary/clerk by Ned's Plymouth/Chrysler Garage at $320 per month. Intending to return to Nebraska, Bobbie had an unfortunate experience in securing employment. The Nebraska State Office had helped Bobbie secure a job in a dentist's office but the job, for some reason, was not held open for her. She received a phone call two days before she was to start work informing her the office had hired someone else with four years of experience. Extremely upset, Bobbie began looking for another job immediately. She did not contact the State Office, but rather, secured a position through a commercial employment agency in Idaho. According to the Nebraska State Office, "We told her we were extremely sorry

and she should have contacted us. She said it was fine and was not upset with us about the way things worked out. She is quite happy on her new job and enjoys it very much." When she married Harry, Bobbie left the Idaho job to relocate with her husband in Grand Island, Nebraska.

Harry Feneman exited the program shortly after Bobbie and went to work in Lincoln, Nebraska as a laborer for a bridge building company, earning $4.65 per hour. However, a subsequent State Office report noted that Harry "has just accepted a position as a draftsman for Hinesman Engineering Company in Grand Island, Nebraska." This is the position he currently holds.

HOME AND INCOME

The case study interview was conducted at the Feneman residence in Grand Island, Nebraska. The house, located in a rather old section of town, was considerably delapidated, needing new paint and new woodworking on the porch. Although large--a living room, dining room, 3 bedrooms, a kitchen and a bathroom--the house needed considerable work in order to make it comfortable. For example, there were no curtains on the windows, and the interior was sparcely furnished with older, but serviceable furniture. Additionally, the lawn and surrounding grounds were ill kept and overgrown.

The Feneman's have received no welfare benefits in the past six months and neither Bobbie or Harry have received unemployment compensation. The family's gross debts equalled $1,400--mainly in lawyer fees for Harry's divorce as well as an automobile loan amounting to $61 per month payments. They have no savings account; however, they do have medical insurance and Harry has

life insurance. The house rents for $75 per month and utilities ran an additional $50 per month.

The family situation is unique in that the Feneman's are newlyweds composed of two previous Mountain-Plains families. They had been married just over two months at the time of the interview and, although Harry had three children from his previous marriage, none are presently living with Harry and Bobbie. Bobbie's son, Ron, was present and, from the attention he received from Harry, appeared very well accepted. Although Harry expressed his affection in a hostile manner, Ron responded positively towards these displays. For example, Harry would threaten to spank Ron, but the threat was more tease as he always wore a broad smile.

The Feneman's never fully explained how Harry and Bobbie ended up married. Apparently they knew each other well, although probably not intimately, while at Mountain-Plains. Harry was in drafting and Bobbie in Office Education, but she did her Work Experience as a receptionist/secretary for the drafting area. At this early stage in their marriage, there appears to be no difficulty in their relationship. They are very warm towards each other and towards Bobbie's son. There seems to be no hostility, they relate well, and currently appear very happy.

PERSONAL AND SOCIAL DEVELOPMENT

The Tennessee Self-Concept Scale was administered to both Harry and Bobbie on which they scored relatively normal. (See Figure 4.) The total scores were within one standard deviation of the group mean. Harry scored lowest on physical self and this perhaps could be justified as he was a little overweight. Bobbie

was relatively stable on all scales. It appears that they have no ego problems and they identify realistically with what they are and who they are. The highest rating that Harry scored was in family self--a positive indicator in terms of his new family life.

The highest point that Bobbie produced was social self, although this was not an extremely high score. When asked to complete DET's contrasting working traits both pre and post Mountain-Plains, improvements were noted for a number of areas. (See Table 1.) Bobbie felt she had greatly increased in "punctuality," "ambition," "attendance," and "self-knowledge." On general work traits, she noted improvement in "competence" and "accuracy." Harry made similar gains, although he did not feel that he was currently "very satisfactory in any area." Harry felt that he made improvements in "punctuality," "self-knowledge," "accuracy," "responsibility" and "ambition." He also felt he had improved from the lower one-half of the employees to the upper one-half--but not to the upper one-fourth. These indicators of self-confidence would support the Tennessee Self-Concept Scale results.

Harry scored slightly below the norm on the Neal-Seeman Powerlessness Scale and on the Anomie Scale. Bobbie received a scale score of 2 on the Powerlessness Scale and a scale score of 1 on the Anomie. It is interesting to note that on the Anomie Scales, both Bobbie and Harry indicated a "trust in fellow man." However, their perceptions differed in that Harry feels that "the average man's lot in life is getting worse," while Bobbie felt that "we only need to live for today rather than tomorrow." Both indicators would agree in that the family in general appears to have a basic trust "in mankind" and a trust in those around

them--something of a euphoric state that could very well be identified with recent happiness in their marriage. The Tennessee Self-Concept Scale would support this conclusion in terms of the evenness their scale scores produced on that measure.

PROBLEMS AND SATISFACTIONS

When asked if they thought they could cope with everyday problems, both Harry and Bobbie responded positively. Asked how they would do this, Harry replied, "I could be successful through going about it reasonably." Bobbie agreed with his remarks.

Asked whether they were satisfied with their lives, both replied they were neither dissatisfied or extremely satisfied with their current situations. When asked whether or not they had had "good" or "bad breaks," Bobbie replied, "I had the good breaks." Harry felt he had both "good" and "bad breaks." Her good breaks, Bobbie observed, "was to be able to meet nice and interesting people." Harry said "my good breaks are my health, and my children are extremely enjoyable." When asked to be specific about bad breaks, Harry indicated his previous marriage had been a "bad break," that, "it just didn't work out." Harry felt that "my job" and the fact that he was currently living well, "I'm enjoying life" represented satisfaction. Bobbie derived satisfaction, she said, out of her ability to control her life situation. When asked if there was anything that was not going just as they wanted it to, Bobbie said, "this current state of unemployment is some discouragement to me." "It's completely possible to control your future," Harry said. When asked to explain, he replied, "through gaining more education." Bobbie also felt that she could control her future

and that the major contributing factor would be her ambition. "There really hasn't been much change in the health status of the family," both said, although "we're more confident in dealing with health problems now than before Mountain-Plains."

Both agreed they could make ends meet financially and that, in comparison to pre-Mountain-Plains, their current situation was considerably better. They agreed on how to spend their income and felt there was no real problem with the behavior of their children. "I better understand the kids now," Bobbie said, "but I'm not necessarily happy with the conclusions."

EMPLOYMENT

Harry scored one standard deviation below the mean on the Work Alienation Scale, rated slightly above the mean in Obeisance, and below the group mean in Job Motivation. (See Figure 3.) Using the JDI, Harry scored above the mean in work satisfaction, pay, promotion, supervision, and co-workers. (See Figure 1.) This indicates that Harry, in his current work situation, is extremely satisfied. When questioned regarding his work, Harry said, "I think it's very interesting, I enjoy it immensely and I'm looking forward to learning and growing in the job." As indicated previously, Harry initially left Mountain-Plains and accepted employment as a laborer--he had only recently secured employment at his current work situation.

The current job rating was administered to Harry. Harry rated co-workers, supervisor relations and overall work environment as "good." In fact, he had no negative statement to make about his company. Specifically, Harry liked the

money, the prestigious position, and the rewards that he was gaining through learning while he was working. The only negative comment he made had to do with his own lack of training in the area. He felt that the requirements for the job were more specific than what he had been trained for. Bobbie was administered the Job Motivation and Work Alienation and the JDI in regards to her employment in Idaho. On Work Alienation she received a scale score of zero, below the mean, and an Obeisance Scale value of 1, considerably below the mean. On Job Motivation, she received a scale score of 17, one standard deviation above the mean. These two scales indicate that Bobbie was satisfied with her work and not at all discouraged by the prospect of working. The JDI also supports this conclusion. (See Figure 2.) On the Work Scale she received a scale score of 31--slightly below the mean--in pay she received a scale score of 19--slightly above the mean--and on promotions she received a scale score of 21--slightly above the mean. On supervision she received a scale score of 51 which was nearly one standard deviation above the mean and on co-workers she received a scale score of 51 which was slightly above the mean.

As indicated by her JDI scores, Bobbie seemed well pleased with her work situation in Idaho. She liked her co-workers and thought the pay was adequate; however, there were certain aspects of the job that she did not care for.

Harry's employer was contacted and a Minnesota Satisfactoriness form was filled out. Harry scored one standard deviation below the mean in "performance," "conformance," "dependability," "personal adjustment," and "overall satisfac-

toriness." (See Figure 1.) When questioned concerning the quality of Harry's work, the employer said, "at first Harry had some difficulty, due to family problems I guess, in meeting the expectations of the company." In fact, the supervisor indicated, "for the first few weeks Harry worked for us, he was literally walking the line of being fired." Apparently, the difficulties Harry experienced at that time have been corrected and his employer felt he was currently a "very satisfactory" worker.

Although Bobbie is currently unemployed, after exiting the program she did find employment in Pocatello, Idaho, working for an auto sales company. She indicated, that when she left Idaho her employer was "sorry to see me leave." She said she would shortly begin looking for permanent employment and that she was not at all hesitant about her prospect to find work. Indeed, Bobbie has a very positive outlook regarding her skills as a secretary.

RATING THE MOUNTAIN-PLAINS PROGRAM

Both Harry and Bobbie rated Mountain-Plains as a positive influence in their life. When questioned as to what areas of the program were the most useful, Harry felt that job training, math, Consumer Education, Budgeting, and Recreation were of "much help." Bobbie felt that job training, Work Experience, Counseling, Consumer Education, Budgeting and Community Development were of "great help." The areas both felt were of "little help" included Career Guidance and, in Bobbie's case, her second Work Experience. Bobbie was trained in two areas, as a dental assistant and as a secretary. Her Work Experience as a dental assistant she found extremely helpful as it was actually a preliminary for the training that she would receive on the job. The Work Experience for

secretary was of little help. Harry felt the only area that was of "no help" was Home Management. "Well," he said, "it sure wasn't used in my area." The one specific area Harry felt was "most helpful" was Consumer Education. "I had a lot of trouble with money before." (His family had gone through bankruptcy before entering the Mountain-Plains Program.) Bobbie reported her occupational training to be "most helpful," commenting that before entering Mountain-Plains she had no salable skills. When Bobbie was asked which area was the "least useful," she singled out Career Guidance, "I knew what I wanted to do when I went to Mountain-Plains, so it wasn't much good."

Asked if they would return to Mountain-Plains if they had it to do all over again, both Harry and Bobbie replied, "definitely yes." Asked if the job skill, learned at Mountain-Plains was adequate for their current position, Harry said, "No. My training wasn't long enough and they gave only the basics for this line of work, and I needed a specialized field." There was a need, he reported, for more "hands on" drafting. Bobbie observed that the skills learned at Mountain-Plains were adequate, and could make no suggestion for improving the quality of Office Education. Both Harry and Bobbie agreed it would be better to finish Foundation Education before allowing students to enter training areas, as "Sometimes it's too hard and you have to understand the technical fields." When asked if they would change occupational choices, both replied no, their selections at Mountain-Plains were both enjoyable and interesting.

FEMALE INTERVIEW

The interview section designed specifically for women was administered to Bobbie the second evening of the interview. Harry was present in the room while the

questions were asked, but was busily entertaining the child at the time. Bobbie appears to be fairly content with her current life situation. Satisfied with her marriage, the lack of current employment nevertheless gives her some feeling of discomfort. When asked whether or not she participated in "female pastimes" such as sewing clubs, she said, "No. I don't feel women should have that kind of activities designed solely for the purpose of getting away from the husband."

Bobbie felt that she was more extroverted now than before Mountain-Plains, and more willing to accept situations she cannot control. She has no identity crisis in terms of male/female roles, and her relationship with Harry, she felt, was very satisfactory. "He discusses his problems with me and we make decisions together so the family outlook on life is very positive." In general, she felt, the family problems she deals with now--she was single at Mountain-Plains--are considerably less than those she had before she entered the program.

INTERVIEWER COMMENTS

The Feneman family, at least on the surface, appears to be fairly well adjusted. They interact well, and their monetary needs are not great. (A rather unique case study family in that, during the entire interview, there was no mention of "if I only had more money," or "if I could find a better job," or "if we didn't have so many payments.") Harry only earns some $500 per month--not a large amount of income to support a family of three. Clearly, the family could use many more home comforts--their furniture was old, the house run down, and while the car was not seen, the interviewer surmised that it was relatively old. Most impressive about this family was that they did not appear at all unhappy with their life situation, apparently meet the needs of each other, and in

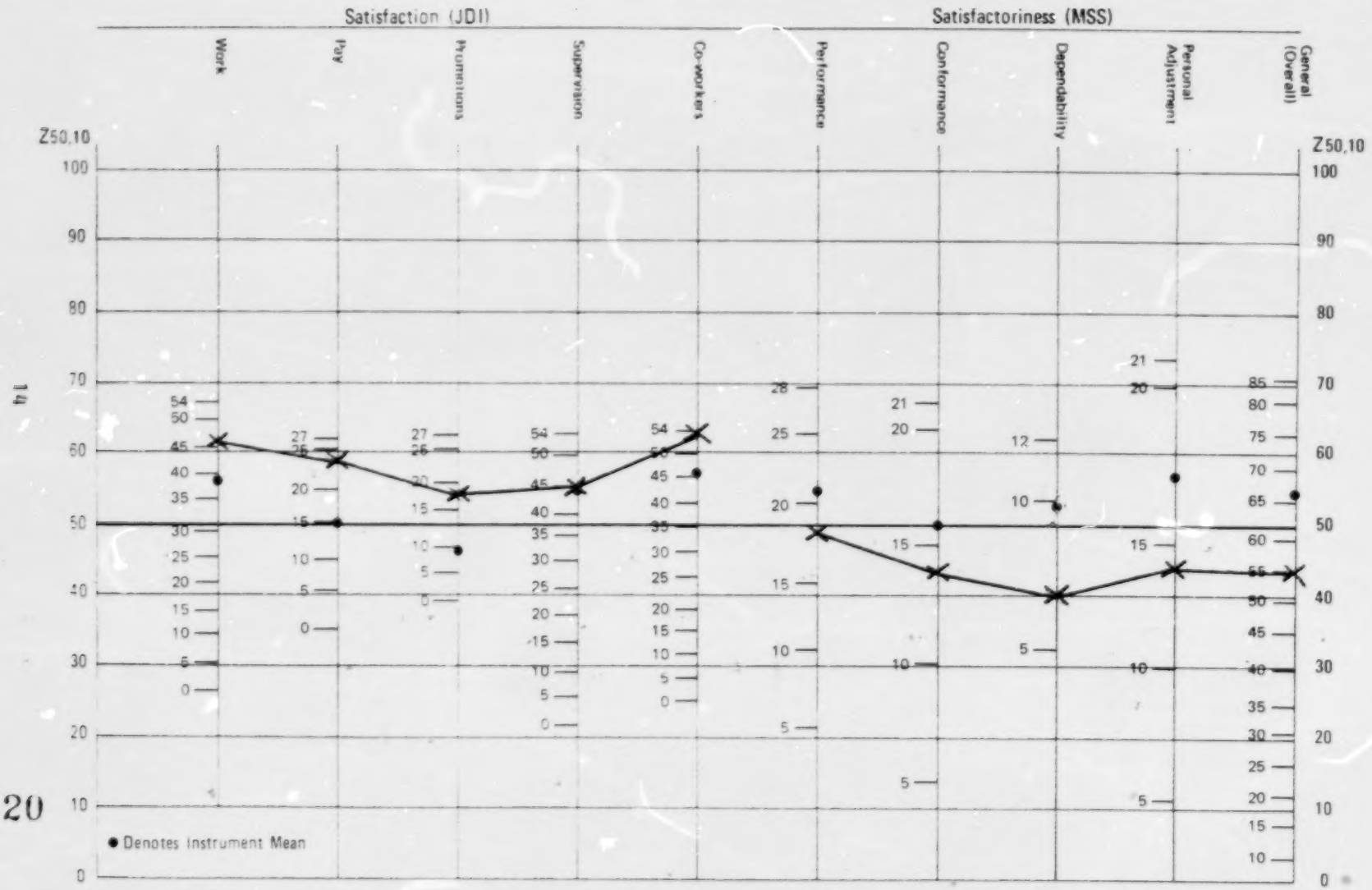
this fashion, are able to overlook the other needs that are not being met. A high degree of job satisfaction, at least on their part, would appear to be compensation for low wages.

Harry and Bobbie will never be extremely successful, and although they appear in a favorable light, they will probably not become economically sound or independent nor gain a great deal of material wealth.

In conclusion, the Feneman's appear to be stable and have the makings of a highly desirable Mountain-Plains family in the sense that life satisfaction is a viable aspect of the Mountain-Plains effort. Although the family is new, the uneasiness that is often displayed in newlyweds was not present and the relationship of the family members to each other was highly positive.

Figure 1

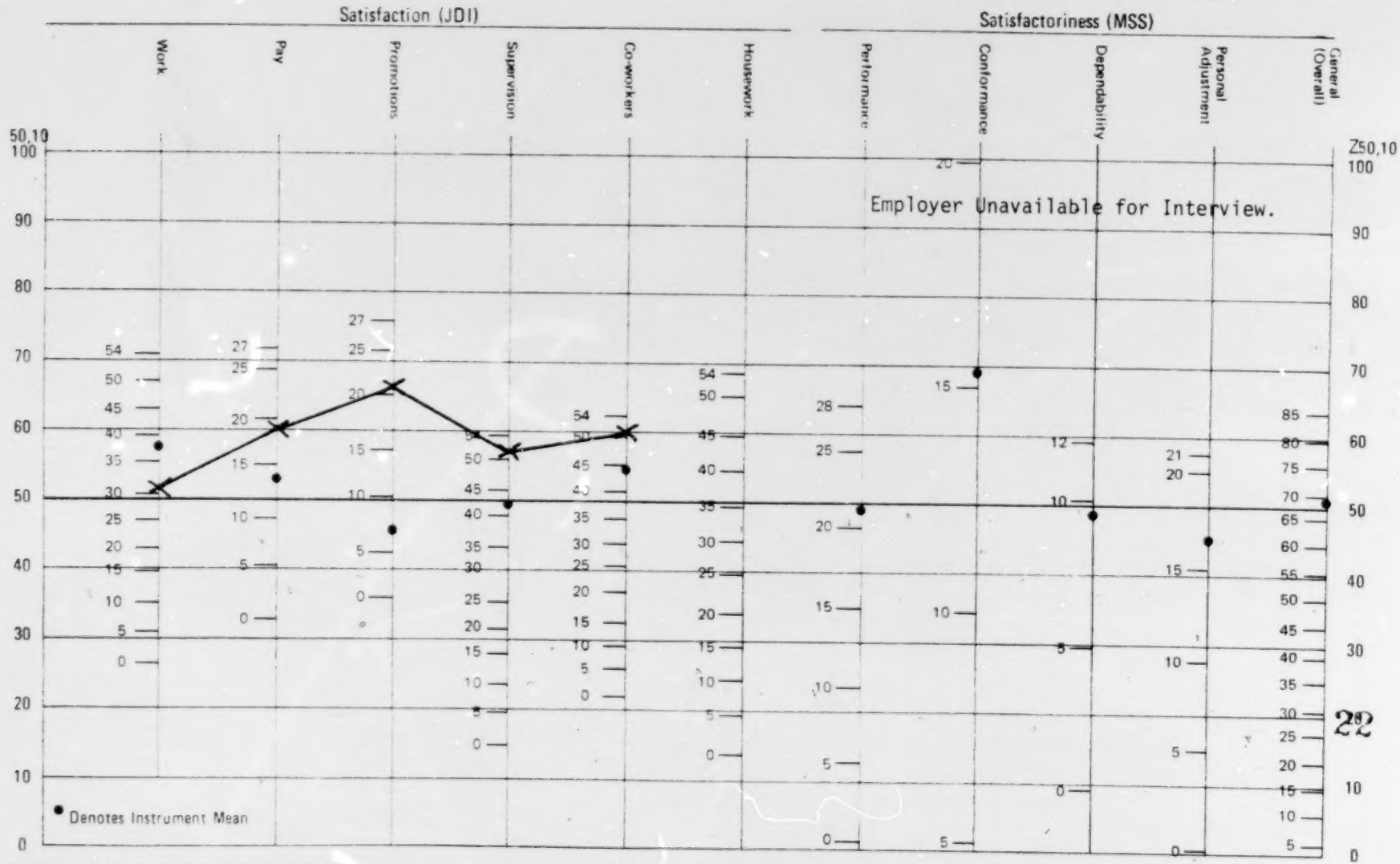
SATISFACTION AND SATISFACTORINESS – MALE




Note: Profile based on entering student scores.

Figure 2

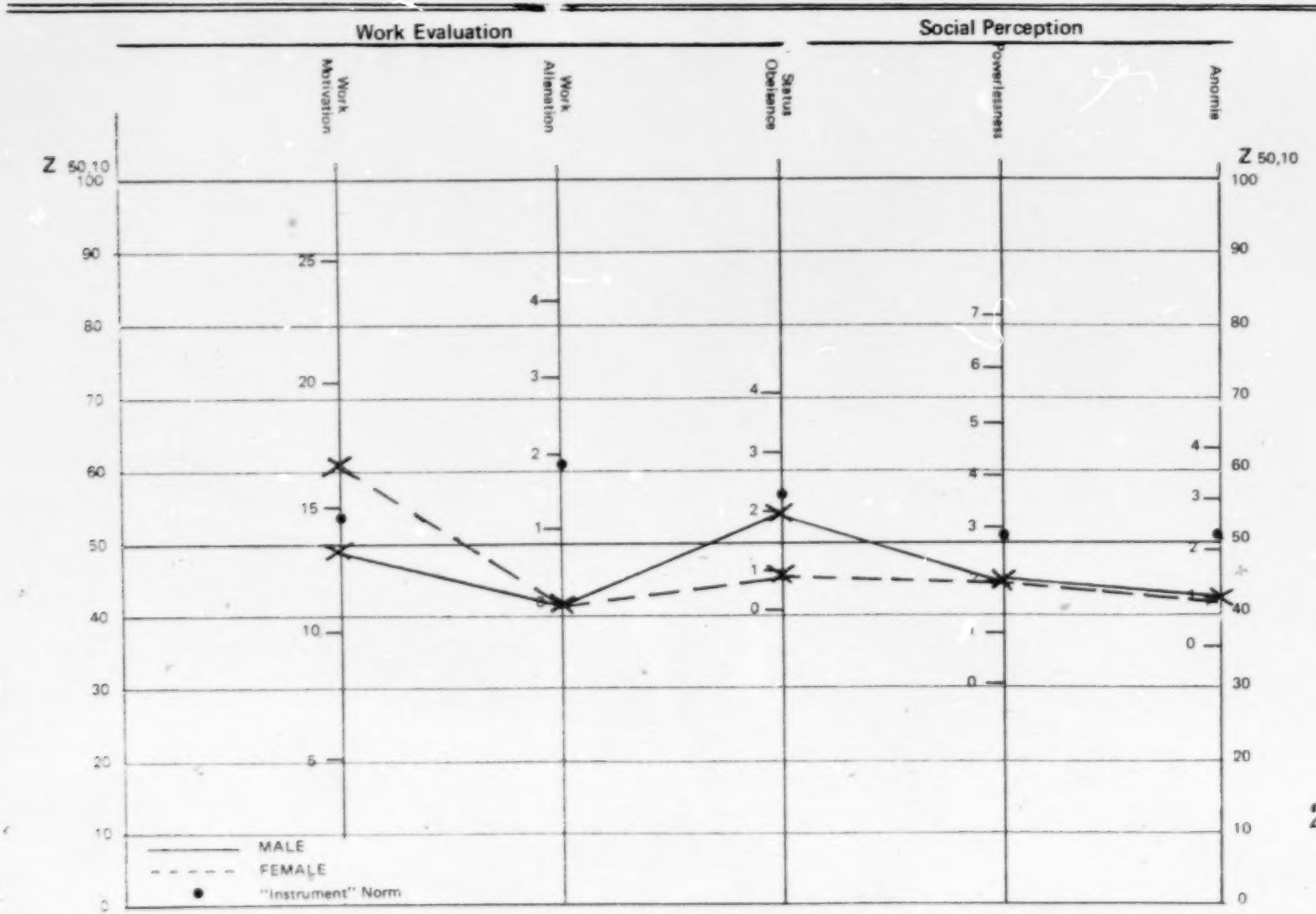
SATISFACTION AND SATISFACTORINESS – FEMALE




Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION



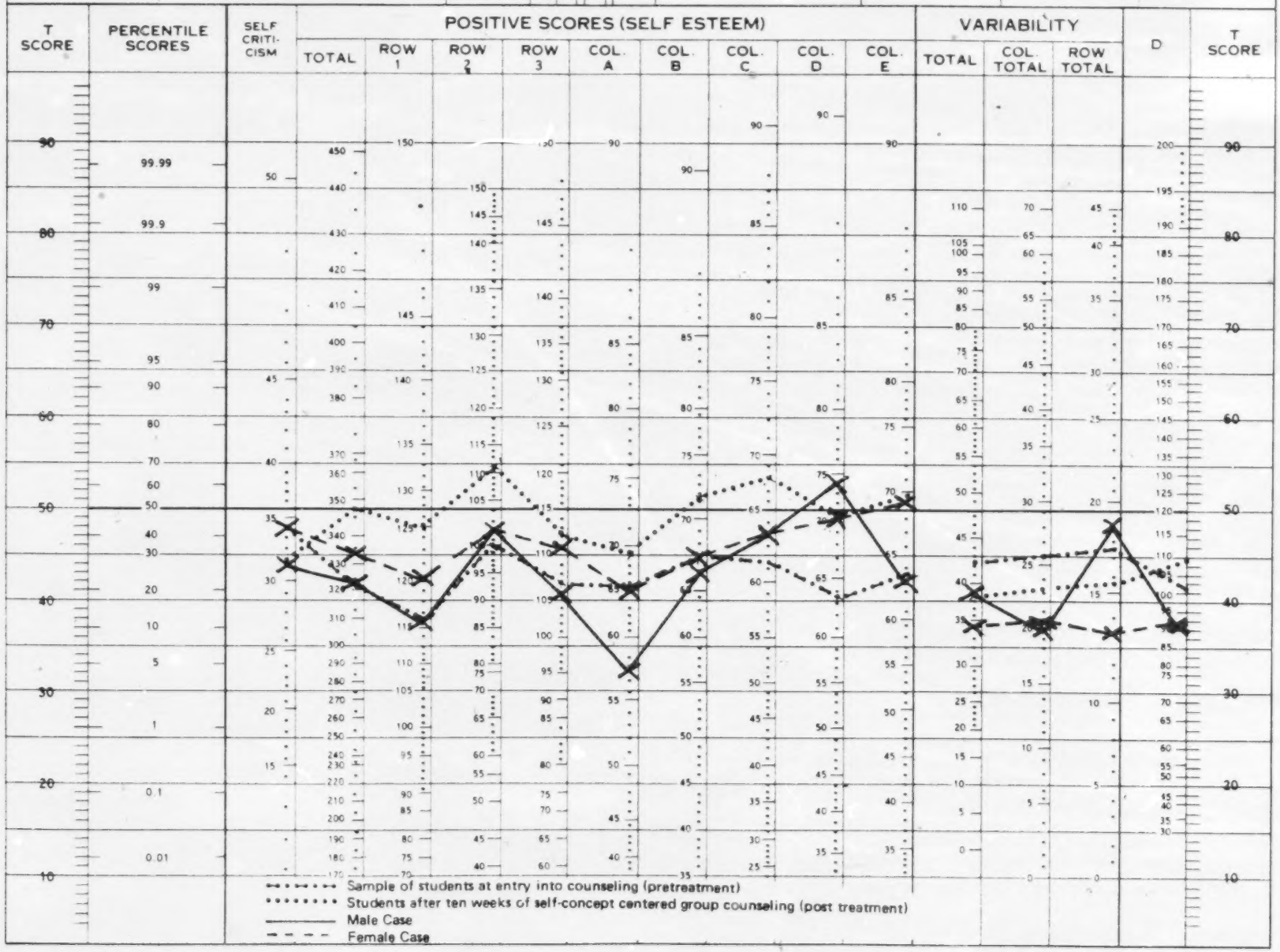

Note Profile derived from entering student data.

Tennessee Self Concept Scale - Figure 4

# PROFILE SHEET

Counseling Form

| NAME | SCHOOL GRADE | SEX M F | AGE | DATE | TIME STARTED | TIME FINISHED | TOTAL TIME |
|---|---|---|---|---|---|---|---|
| | | | | | | | |




Note: This is the standard profile sheet for the TSCS.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| Male | | | | | Female | | | |
|---|---|---|---|---|---|---|---|---|
| High | | Low | | | Low | | High | |
| Much | Some | Little | None | | None | Little | Some | Much |
| ● | - - - - | - - - - | | Job Training | | | | ● |
| ● | - - - - | - - - - | | Math | | | ● | |
| | | | NA | English | NA | | | |
| | ● | - - - - | | Career Guidance | | ● | | |
| | | | NA | Work Experience | | | | ● |
| | ● | - - - - | | Counseling | | | | ● |
| ● | - - - - | - - - - | | Consumer Education | | | | ● |
| | ● | - - - - | | Community Development | | | | ● |
| ● | - - - - | - - - - | | Recreation | | | ● | |
| | ● | - - - - | | Health | | | ● | |
| | | | ● | Home Management | NA | | | |
| | | | NA | Early Childhood | NA | | | |

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

| Male | | Female | |
|---|---|---|---|
| Improved | Regressed | Improved | Regressed |
| Appearance | | Punctuality | Ambition |
| Punctuality | | Attendance | |
| Self-Knowledge | | Self-Knowledge | |
| Accuracy | | Competence | |
| Cooperation | | Accuracy | |
| Responsibility (personal) | | | |
| Ambition | | | |

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

| | Very Positive | Positive | Neutral | Negative | Very Negative |
|---|---|---|---|---|---|
| Male | | o | | | |
| Female | | x | | | |

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

| | Definitely Yes | Probably Yes | Don't Know | Probably No | Definitely No |
|---|---|---|---|---|---|
| Male | o | | | | |
| Female | x | | | | |

3. "What is your rating for your current life in general?"

| | Completely Satisfied | Well Satisfied | Neither Extreme | A Little Dissatisfied | Very Dissatisfied |
|---|---|---|---|---|---|
| Male | | | o | | |
| Female | | | x | | |

4. "Rate your success:

| | | Completely Successful 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | Completely Unsuccessful 0 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| The year before M-P." | Male | | | | | o | | | | | |
| | Female | | | | | | | | x | | |
| Now." | Male | | | | o | | | | | | |
| | Female | | | | | | x | | | | |
| Five years from now." | Male | | o | | | | | | | | |
| | Female | | | | x | | | | | | |